

FILE Training 3-1
DD/S 69-0979

20 MAR 1969

MEMORANDUM FOR: Director of Training

SUBJECT : CT's Assigned to "E" Offices

1. In the past a few CT's have been assigned to "E" offices, particularly PFB, immediately upon completion of their formal training without having established a Career Service that will be responsible for their career development. PFB presently has three CT's who are in this category. The Director of PFB and I have discussed the difficulties of getting CT's into a career management system after an initial tour with PFB. He and I agree that it is inappropriate for these CT's to join the "E" Career Service.

2. The Director of PFB prefers that CT's acquire skills and knowledge of programs of a Career Service before being given a rotational tour to PFB. Therefore, for the future we should operate under the policy that normally CT's will not be assigned to "E" offices unless they have been established in a career management system of a Career Service.

SIGNED R. L. Bannerman

R. L. Bannerman
Deputy Director
for Support

cc: Director of Planning, Programming and Budgeting
Distribution:

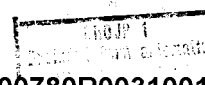
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11 March 1969

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NOTE FOR: Mr. Ba



SUBJECT : CT's Assigned to "E" Offices

1. CT's are occasionally assigned to "E" offices immediately upon completion of their CT formal training without having established the Career Service that will be responsible for their career development. PPB is the most usual "E" office of assignment, and you discussed recently with John Clarke the possibility of one of his CT's, Mr. [redacted] coming into the Support Services. Both you and John agreed that it was inappropriate for PPB CT's to join the "E" Career Service.

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2. I talked this problem over with John yesterday and he believes that normally a CT should not be initially assigned to PPB. He would prefer that former CT's who have acquired skills and knowledge of Agency programs be given rotational tours with PPB by the CT's Career Service. John is faced with the prospects of finding Career Services for three CT's now assigned to PPB. He is finding here a lack of interest on the part of the individual CT to become committed to any Career Service or he is finding the Career Service is not particularly interested in accepting the CT (for example, the DDS&T

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3. We can't change the past but I recommend that for the future you establish a policy that normally no CT will be assigned to an "E" office until he has been established in some Career Service. I am attaching a memo for your signature to the Director of Training establishing this policy.

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Support Operations Staff/DDS

Att

Distribution:

O - Adse (DD/S Subj w/att -- DD/S 69-0979)

1 - DD/S Chrono w/cy of att

1 - SOS/DDS Chrono w/cy of att

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RLB - 1. John Clarke happy with attached wording
2. [redacted] has talked with [redacted] who agrees

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SENDER WILL CHECK CLASSIFICATION TOP AND BOTTOM

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OFFICIAL ROUTING SLIP

TO	NAME AND ADDRESS	DATE	INITIALS
1	Deputy Director for Support		
2			
3			
4			
5			
6			

ACTION	DIRECT REPLY	PREPARE REPLY
APPROVAL	DISPATCH	RECOMMENDATION
COMMENT	FILE	RETURN
CONCURRENCE	INFORMATION	SIGNATURE

Remarks:**FOLD HERE TO RETURN TO SENDER****FROM: NAME, ADDRESS AND PHONE NO.****DATE**

John M. Clarke, D/PPB

6 Jan 69

3 January 1968

MEMORANDUM FOR: Deputy Director for Support

Bob:

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1. I have recently brought on board with O/PPB an extremely promising young man, Mr. [REDACTED], who has just completed his OTR career training and will have fulfilled his service requirements with the Air Force as of midnight today. Al is scheduled for a full tour with O/PPB. However, it is at this point where some career designation needs to be assigned and it is my view that his future to the Agency can best be planned and developed within your Career Service.

2. If you look at his record you will note that the results of the various testings during his training were "outstanding" and "strong" with particular comment on his high intellectual ability. The testing patterns reflect a capacity for administrative and managerial responsibilities. I believe we have in this young man an asset from which the Agency as a whole cannot fail to benefit.

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3. We have talked to [REDACTED] about Al and I understand he has his file and is planning to explore further long-range interests. A short consultation with you or Jack Coffey will give you a proper feel for what I believe to be a very high potential.

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[REDACTED]
John M. Clarke
Director of Planning,
Programming, and Budgeting

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17 February 1969

MEMORANDUM FOR: Mr. Bannerman via Mr. Coffey & Mr. []

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SUBJECT : []

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1. Since my Memorandum for the Record of 9 January 1969, same subject, Mr. [] has civilianized retaining the "SJ" Career Training Program career designation. He continues to be a very effective performer on the research and development team of PPB. John Clarke is also using [] talents in speech writing. All indications are that he indeed is an extremely promising young man.

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2. Apparently they do not wish to expand the "E" Career Service so some other Career Service must be found for any promising young man that starts out with PPB. John, in his memorandum to you, has suggested that the "S" Career Service take career cognizance of Mr. [] because his interest in management. As you will note from the 9 January Memorandum for the Record, Mr. [] does not want overseas assignments, and he does not really aspire to be an admin officer. He is interested in doing a young executive's job - he wants to be where the action is. Any Career Service path is not likely to provide him with what he thinks he wants.

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3. There is no logical reason why [] should become an "S" careerist, however, this career designation is as good as any in terms of his interests. I suggest that we defer any decisions until Mr. [] tour with PPB comes to an end. I don't believe that a formal reply to John's memo is necessary and suggest a phone response indicating that we will be glad to look into the Career Service question with Mr. [] upon the completion of his tour of PPB.

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Note for the Record:

Mr. Clarke raised the problem of CT's assigned to the "E" Career Service offices with Mr. Bannerman on 19 February 1969. He mentioned three such individuals he has -- []. He believes, and Mr. Bannerman agreed, that it was inappropriate to have these men in the "E" Career Service. He believes that [] belongs in Support

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and that [] belongs in S&T. With the above information in mind, I pointed out that Mr. [] did not desire a Support Career Designation or indeed any Service Designation at this point. I suggested that our proposal was instead that no change be made for essentially the duration of his tour with PPB and that the matter be reconsidered prior to his leaving that Office. Mr. Clarke agreed. We do have the problem of CT's assigned to "E" offices and Mr. [] will be making a recommendation in this regard.

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J. Coffey